

**WILLIAM A. LANG, ESQ.**

**Email:** wal32@ verizon.net

**Present Occupation:** Arbitrator/ Hearing Examiner

**Business/Home Address:**

12595 SW Bowmont Street  
Portland, OR 97225

Phone: (503) 646-2334

Fax: None

**PROFESSIONAL AFFILIATIONS:**

Oregon State Bar Association (Labor & Employment Law Section)  
Industrial Research Relations Association

**EDUCATION**

BA International Relations, George Washington University. D.C  
JD Law National Law Center, GWU, Washington, D.C.  
National Judicial College, 1996 (Judicial Writing)

**CERTIFICATIONS:**

Law Oregon 1984; Mediator, Washington 1989

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1982 - Present:** Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS, AAA and various state labor relations agencies in the northwest region. **1983 - 1998** Hearing Examiner/Arbitrator & Mediator for the Washington Public Employment Relations Commission. Made findings of fact, conclusions of law and issued remedial orders in unfair labor practices; arbitrated grievances and mediated impasses in contract negotiations between unions and government employers. **1978 - 1981** Mediator for Oregon Employment Relations Board. Mediated impasses in contract negotiations between unions and state agencies, county and municipal governments, school districts and special districts.

**INDUSTRIES:**

Airlines; agriculture; communications; education; electrical equipment /appliance; food; health care; hospitals; mining; nuclear energy; office workers/clerical; organizations; police and fire; printing and publishing; prison guard; pulp and paper; retail stores; transportation; utilities; and warehousing.

**ISSUES:**

Affirmative Action; Absenteeism; Arbitrability; Agency Shop Dues; Bargaining Unit Work; Conduct (off-duty/personal); Demotion; Discipline (non-discharge); Discipline (discharge); Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Drug/Alcohol Offenses; Holidays; Insurance; Leave; Vacation; Grievance Mediation; Health/Hospitalization; Job Performance; Layoffs/Bumping/Recall; Management Rights; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Return-to-Work Offers; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns, Strike Settlement Agreements; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Wages; Cost-of-Living Pay; Holiday Pay; Incentive Pay;

Job Classification & Rates; Vacation Pay; Work Hrs/Schedule/Assignments; Working Conditions; Violence or Threats.

**PERMANENT PANELS:**

Oregon University System/SEIU Expedited Arbitration Panel, 2002-2003

Impartial Umpire for OEA Agency Shop Fees (under Hudson ) 2002-2003

Oregon Interest Arbitration Panel; Washington Interest Arbitration and Factfinding Panel

Alaska State/AFSCME Contract Panel 2005-2008

**ARBITRATION ROSTERS:**

State of Alaska      State of Oregon      State of Montana

State of Washington

Federal Mediation and Conciliation

**PUBLISHED CASES:**

86 LA 640 (1986); 89-2 ARB 8430 (1989); 93-1 ARB 3246 (1993).

**SIGNIFICANT PUBLICATIONS:**

*Use of Progressive Discipline in ADA Cases*, LERC Monograph, Univ. of Oregon, Sept. 2002.

**FEES:**

**Per Diem Fee:** \$750 per day for hearing and for research and writing of the Opinion and Award. A hearing day is up to eight hours. One -half per diem rate is charged for each day of travel over four hours.

**Cancellation Policy:** If the scheduled hearing is cancelled or postponed with less than 10 calendar days notice, \$400 shall be charged (\$200 for each party). No charge if hearing is rescheduled or cancelled with over 10 calendar days notice.

**Expenses:** Arbitrator charges actual travel expenses for airfare, rental car and motel. Travel by personal auto and meals are charged at applicable IRS rates. Secretarial, reproduction and mailing expenses at cost.